

MEMORANDUM OF UNDERSTANDING (MOU)  
between  
PAJARO VALLEY FEDERATION OF TEACHERS (Union)  
and  
PAJARO VALLEY UNIFIED SCHOOL DISTRICT (District)

Signing Bonus for School Nurses, Psychologists, and Speech and Language Pathologists

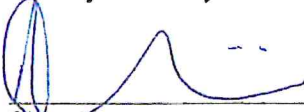
**WHEREAS**, the District currently has a higher number than normal of vacancies for School Nurses, Psychologists and Speech and Language Pathologists positions;

**WHEREAS**, it is in the best interest of the District and Union to recruit and retain highly qualified employees; and,

**NOW, THEREFORE**, the District and Union hereby agree as follows:

1. The District will provide a \$5,000 signing bonus to candidates in one of these positions who possess an Intern, Preliminary or Clear credential.
  - a To receive the signing bonus employees must sign a contract between May 1, 2023 and July 31, 2023.
  - b The first half of the stipend will be paid at the beginning of the second semester of the 2023-2024 school year.
  - c The second half of the stipend will be paid at the beginning of the second semester of the 2024-2025 school year if they continue to be employed with PVUSD.
  - d The stipend will be pro-rated by FTE and days worked.
2. This MOU shall be in effect from May 1, 2023 to July 31, 2023 and is for teachers who are hired for the 2023-2024 school year.
3. This MOU shall not be precedent setting and shall not constitute a past practice.

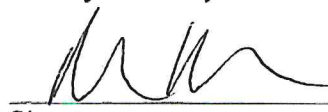
For Pajaro Valley Unified School District



Signature

4/18/23  
Date

For Pajaro Valley Federation of Teachers



Signature

4/18/23  
Date